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By the end of 1967, Mr. Briggs was able to report that the wage and classification reviews recently conducted had given OCS considerably more bargaining power for both initial recruitment and career retention than it had before, reflecting a dynamic and realistic approach toward the highly competitive outside world.

Mr. Briggs said

We have experimented with high school graduates as programmers in the third-generation IBM 360 System world and, although some trainees have made it, they have had considerable trouble. We do not, therefore, actively recruit such, but will never turn down the particularly gifted and motivated high school individual. Junior college graduates are definitely of interest. All in all, the successes have been in trainee recruiting, with very limited success in hiring experienced people--but with the ability to attract those found with in-step starting salaries if necessary.

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/ Chas A Briggs, D/CS, Memo for D/P, 2 Jan 68, sub: Appreciation  
Unus. d. C.